CONTRACT/AGREEMENT BETWEEN THE CITY OF GREENSBORO, NORTH CAROLINA AND RISK MANAGEMENT ASSOCIATES, INC.

This contract/agreement, made and entered this _____ day of October 2005, by and between the City of Greensboro, North Carolina (hereinafter called "City"), a municipal entity located in Guilford County, North Carolina; and Risk Management Associates, Inc. professional consultants (hereinafter called "Consultants").

Witnesseth

Whereas, recent events have increased the public scrutiny of the Greensboro Police Department; and

Whereas, the City Manager is desirous of maintaining the highest of public trust in all operations of the City; and

Whereas, to keep this trust, the City Manager wishes to have the performance and practices of the Police Department evaluated to ensure they are in compliance with all applicable laws, professional standards, best policing practices, the Department's own policies and practices as well as the City's; and

Whereas, RMA, Inc. has provided such consulting and evaluative analysis to other law enforcement agencies; and

Whereas, in addition to their consulting experience, Consultants have extensive experience in law enforcement service, management, and training; and

Whereas, the City Manager believes Consultants to be uniquely qualified to perform this review and evaluation.

Now therefore, the City agrees to contract with Consultants to perform an independent evaluation of the policies, procedures and practices of the Greensboro Police Department in accordance with the respective duties and responsibilities of each party as set forth below.

Scope of Service

The Consultants will review personal interviews, departmental documents, and any other resources provided to them by the City Attorney's Office. Following their review and analysis, the Consultants shall provide debriefings to the City Manager regarding their findings and written reports and summaries of their assessment thereafter.

Independent Contractor

It is understood and expressly agreed by the parties that Consultants are acting as independent contractors in performing the services herein. Consultants shall not make any statements, representations, or commitments of any kind, or to take any action which shall be binding upon the City of Greensboro, except as may be expressly provided for herein or authorized in writing.

Compensation

Compensation will be at a rate of one hundred forty dollars (\$140) per hour for all hours worked completing any and all obligations of this contract. Consultants agree to submit at the completion of this contract/agreement, an invoice of activity detailing services provided. Payment will be made within forty-five (45) business days upon receipt of the invoice from Consultants.

Termination

The City may terminate this agreement for convenience upon sixty (60) day written notice to Consultants.

Amendments

This contract/agreement shall not be modified or otherwise amended except in writing and signed by the parties involved.

This contract/agreement shall become effective upon execution and shall continue in full force and effect until satisfactory completion of the project.

Confidentiality & Non-disclosure

Consultants agree to hold all matters learned in this investigation confidential, which disclosure only in accord with the instructions of the City Manager or City Attorney.

Work Product & Intellectual Property

Consultants agree that all reports, analyzes, summaries and documents obtained, reviewed or created during this investigation become the property of the City and must be returned to the City if so requested.

Use of City as Client Reference

Consultants are prohibited from use the City as a reference or in its client list without the express written authorization of the City.

City of Greensboro	RMA, Inc.
City Manager	Authorized Agent
Date	Witness
	Date
This Instrument has been preaudited in the manner required by the Local Government Budget & Fiscal Control Act	Approved as to Form
Deputy Finance Officer	Asst. City Attorney
Date	Date
	Attested:
	City Clerk Date

IN WITNESS THEREOF the parties have through duly authorized agents executed this agreement on the date

first above written.

Risk Management Associates An Introduction RMA Risk Management Associates rmasecurity.com

Risk Management Associates was built with integrity, high moral values, credibility and common sense. Today, the leadership of this great corporation still embraces those founding concepts and believes those concepts will anchor and sustain future growth. RMA is composed of a collection of professionals with diverse but complementary skills and abilities. Presently, Risk Management Associates employs a staff of over twenty people with various backgrounds in the public and private sectors; including police, corporate, technical, intelligence, military, financial, administrative, and security operations. RMA's strength and unique capacity for matching client requirements with applicable consulting expertise is based not only on our reservoir of talent, but upon our ability to work together. The mutual respect among our staff and our team-oriented approach to projects has proven effective in every aspect of our work – from analysis, to design, to investigation. RMA is a team of professionals who are proud of each other and proud of the work we do.

Michael R. Longmire

POSITION:

Vice President, Operations

EDUCATION:

Enrolled, Non-profit Management Certificate Program, Duke

University

Master of Public Administration, North Carolina State University Bachelor of Arts in Sociology, North Carolina State University

TRAINING:

Administrative Officers Management Program, North Carolina

State University

Advanced Criminal Justice Certification, North Carolina Criminal

Justice Training and Standards

EXPERIENCE:

Directed and monitored the investigative efforts of 135 assigned personnel as Captain of Detectives unit, organized crime unit, DARE and SRO programs, and all juvenile investigative efforts. Selected, through a Request for Proposal process, and worked with consultants to design a communications infrastructure and mobile communications system linking over 200 police vehicles to both the 911 center and records management system. Developed a community policing concept and wrote the grant application used to fund the implementation of a program establishing full service police stations in high crime neighborhoods across the City of Raleigh. Coordinated the day-to-day activities of several multiagency Organized Crime Drug Enforcement Task Force efforts targeting major narcotics trafficking operations and other criminal enterprises operating in Raleigh and across eastern North Carolina. Developed and monitored specific investigative strategies; had budget preparation and oversight responsibilities; liaison with member agencies, ensured appropriate case management; and coordinated the prosecution of targeted individuals and organizations with State and Federal attorneys.

AFFILIATIONS:

Criminal Justice Instructor Certification in Criminal Law, Ethics, and First-Line Supervision

Past President, AOMP Alumni Association

Past Board Member, MPA Alumni Association, North Carolina

State University

Board of Directors, Literacy Council of Wake County

Pi Alpha Alpha National Honor Society Phi Kappa Phi National Honor Society

Honorable Discharge US Army

Licensed Private Investigator, North Carolina

Member, ASIS International

Brian T. Flannery, CPP, ACFE

POSITION:

Consultant, Investigator, Trainer

EDUCATION:

Bachelor of Arts in Sociology, with a concentration in Criminal

Justice and Law, North Carolina State University

Graduate, Professional Law Enforcement Course, North Carolina

Justice Academy

Graduate, Insurance Fraud and Liability Course, American

Educational Institute

TRAINING:

Basic Law Enforcement Training at North Carolina Justice Academy. Homicide, Sexual Assault, Juvenile Sexual Assault I and II, Arson, Interview and Interrogation, and White-Collar Crime investigation at North Carolina Justice Academy. FBI sanctioned Interview and Interrogation School. Trained as a North Carolina Property and Casualty Insurance Adjuster, licensed in

1996.

EXPERIENCE:

Over fourteen years' experience in Law Enforcement and Private Security Industry. Homicide Investigator, Arson Investigator,

Fraud Investigator and Line Officer at Fayetteville Police

Department in Fayetteville, North Carolina. Investigator in Special Investigations Unit for Allstate Insurance Company. Four years as

owner of The McKenna Group, Insurance Adjusting and

Investigation Consulting. Two years as owner of McKenna-Brynne

& Associates Inc., designers of www.Nccourtview.com and www.Securecareonline.com. Manager of Corporate Security for Raleigh Division of a major retailer including 139 retail locations, 14,000 employees, and a shipping/receiving facility with assets in

excess of \$300 million. Performed numerous corporate investigations involving insurance fraud and product and asset theft. Managed the development of a Workplace Violence Manual, Insurance Fraud Red Flag Identification Manual, and Security Policy and Procedures. Performed risk analysis and

security surveys for corporations, city, local and state government agencies.

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AFFILIATIONS:

Certified Protection Professional, ASIS International

Licensed Private Investigator, North Carolina

Associate Certified Fraud Examiner, Association of Certified

Fraud Examiners

Wayne C. Truax

POSITION:

Consultant, Investigator

EDUCATION:

Bachelor of Applied Science in Criminal Justice, Campbell

University

Associates Degree in Police Science, Wake Technical College

TRAINING:

Graduate of the 13th North Carolina State Bureau of Investigation

Training Academy

Advanced Law Enforcement Certificate, North Carolina Criminal

Justice Education and Training Standards Commission

FBI Fingerprint Training Graduate

Over 2000 Hours of Law Enforcement/Criminal Justice training

EXPERIENCE:

During more than 26 years of service with the North Carolina State Bureau of Investigation (SBI) assignments included narcotic law enforcement, contraband interdiction, unsolved homicide investigations, monitoring of violent extremist groups, dignitary protection, interstate theft investigations, intelligence gathering on organized criminal groups, criminal asset forfeiture investigations, police shootings, death in custody cases, corruption investigations, background investigations and fingerprint identification and crime scene search. Over two years of service with the FBI Identification Division prior to SBI Service. Performed multiple investigative assignments while working with investigative entities that included

the FBI, DEA, IRS, USINS, Secret Service, U.S. Marshals Service, U.S. Attorney's Offices and numerous local and state criminal justice agencies. Three years as Consultant and Employment Services Coordinator for Midway Airlines conducting background investigations and related security assignments. Vice President of The Castle Branch Investigative Group for over one year. National

Hockey League Security Representative for the Carolina

Hurricanes since 1999.

AFFILIATIONS:

Licensed Private Investigator, North Carolina

Member, ASIS International

Member, Society of Former SBI Agents

Reece Trimmer

CURRENT POSITION: Corporate Counsel, Risk Management Associates

EDUCATION: Williams College, Williamstown, MA, History Major, A.B.

Harvard Law School, Cambridge, MA, LL.B.

University of North Carolina, Chapel Hill, Graduate School of Arts and Sciences, Sociology Department, no degree.

EMPLOYMENT: Admitted to bar of Supreme Court of Pennsylvania,

January 9, 1961 after passing bar exam in July, 1960 and completing clerkship in November, 1960. Inactive member

of the Pennsylvania Supreme Court Bar since 1969.

General practice of law, associated with Bennett and Davis,

Attorneys, Towanda, PA. 1960 – 1964.

Sole practitioner, Athens, PA., 1964 – 1969. representing

small town clients.

Police Legal Advisor, Durham Police Department, Durham, N.C. advising senior staff on policy issues, teaching rookie and in-service officers, giving advice to field officers on arrest, interrogation, search and seizure, use of force, police emergency driving, 1971 – 1980, 1985

-1987.

Police trainer, North Carolina Justice Academy, Salemburg, N.C., a division of the North Carolina Department of Justice, 1980 – 1985, 1987 – 1997, serving as Legal Instructor, Legal Department chairman, and Senior Agency Legal Specialist. Taught state and local law enforcement officers in arrest, search and seizure, interrogation, police pursuit policy, lethal and non-lethal force policy, administration of discipline and internal investigations, police personnel issues, and domestic violence.

Cumberland County (N.C.) Sheriff's Office Legal Advisor, Feb. 2001 – June, 2004. Advised the Sheriff and senior staff on policy and personnel issues.

WRITING, TEACHING, AND RESEARCH:

Prepared and delivered instruction to N.R.A. firearms trainers seeking certification for North Carolina concealed carry purposes; wrote student and instructor manuals for use in CCH classes; wrote 2.5 hour video on Use of Deadly Force for CCH applicants; trained and tested 1,200 instructors.

Prepared and delivered deadly force instruction for all certified North Carolina law enforcement firearms trainers, from beginning of certification instruction until retirement.

Wrote and delivered North Carolina Attorney General policy and training after Angelo Robinson death in 1993 for "Safe Use of Pepper Spray", with Ike Avery and Jane Garvey.

Wrote model policy on domestic violence response; taught domestic violence response to local agencies from 1979 until 1997; was Chair of Governor's Task Force on Domestic Violence in 1980.

Wrote and taught deadly force in certification classes of Firearms Training Systems, Inc. to federal, state and local officers from across the U.S. at FATS plant in Suwanee, GA, 1990 – 1995.

Selected by North Carolina League of Municipalities, Risk Management Section, to develop and deliver training for local police departments on police emergency and pursuit driving, 1989 – 1990; developed and taught model disciplinary policy for small agencies.

Wrote and developed training for the first POLICE LAW INSTITUTE notebook with Randolph B. Means in 1980-81 at NCJA.

Developed course material and taught New Agent Academy for North Carolina State Bureau of Investigation. Also prepared material and taught annual In-Service Training for all N.C.S.B.I agents.

On the panel for drafting model police pursuit policy for the North Carolina Attorney General, the only model policy mandated by statute law. Drafted policy and legal liability chapter of model Police Emergency Driver Training for joint project of federal National Highway Safety Administration and International Association of Directors of Law Enforcement Standards Commissions funded by I.A.C.P.

On B.L.E.T Revision Committee of North Carolina Association of Police Attorneys, rewriting "Constitutional Law/Arrest, Search and Seizure" Chapter in Basic Law Enforcement Training

Selected to write Student and Instructor Manual for first Legal Up Update portion of Mandated In-Service Training, organized video discussion of selected material in Update.

PAST OR PRESENT LECTURER:

North Carolina Association of Chiefs of Police, Police Executives

North Carolina Justice Academy
International Association of Chiefs of Police
Institute of Government, U.N.C., Chapel Hill
Duke University Police Department
North Carolina Association of Narcotics Enforcement
Officers
North Carolina Juvenile Officers Association
North Carolina Association of Police Attorneys
Domestic Violence Training for Local Advocacy Groups
and Prosecutors Sponsoring DV Training
North Carolina Internal Affairs Investigators Association

SERVICES

Consulting

Risk Assessment
Vulnerability Analysis
Security Survey
Policy and Procedure Development
Mission Development
Benchmarking
Lighting Surveys
Expert Witness

Security System Services

System Design
Bid Process Management
Project Management
Specifications, RFP Development
Product Research/Evaluation
System Testing Verification and
Acceptance

Training

Security Officer Skills
Security Manager Skills
Lifestyle Awareness
Terrorism Awareness
Crisis Management Tabletop Exercises
Bomb Threat Management
Workplace Violence
Management and Supervision
Emergency Planning and Response

Investigation

Criminal
Civil
Fraud and Product Diversion
Computer Forensics
Electronic Evidence Preservation
and Recovery
Sabotage
TSCM
Fire Origin and Cause
Background Investigations

RMA has conducted investigations in NC for the following law enforcement or Government clients:

- NCDOT
- NC Attorney General's Office
- City of Wilmington
- SBI
- Crabtree Valley Company Police Department
- Edgecombe County Sheriff's Office